

EDMONTON PUBLIC SCHOOLS

May 10, 2011

TO: Board of Trustees

FROM: M. Janz, Conference Committee Chair

SUBJECT: Report #7 of the Conference Committee (From the Meeting Held May 3, 2011)

RECOMMENDATION

1. That Report #7 of the Conference Committee from the meeting held May 3, 2011 be received and considered.

Principal Designations

2. That the following principal designations to the District, effective September 1, 2011, be confirmed:

Kim Backs
Raelene Finlayson
Brenda Giourmetakis
Heather Kennedy
Dolores Kowalchuk
Rob McPhee
Bruce Miller
Chris Morris
Lil Rueck
Pat Sachse-Brown
Marilyn Schmitke
Elizabeth Shen
Ron Thompson

Proposed Objectives – Support Staff Negotiations

3. That the Board's negotiating committee be authorized to sign a new collective agreement following Board ratification.

4. That the following objectives for the collective bargaining agreement between the District and CUPE Local 3550 (Support Staff) be approved:
 - To achieve a revised collective agreement in collective bargaining that:
 - enables the District to recruit and retain the quality of employees needed to operate the District;
 - reflects financial circumstances, both existing and projected;
 - enables efficient and effective operations consistent with the legislated mandate, the mission and the financial circumstances of the District;
 - has a length of term consistent with the above.
 - To achieve the revision of the collective agreement with no work stoppage.

Proposed Objectives – Custodial Staff Negotiations

5. That the Board's negotiating committee be authorized to sign a new collective agreement following Board ratification.
6. That the following objectives for the collective bargaining agreement between the District and CUPE Local 474 (Custodial Staff) be approved:
 - To achieve a revised collective agreement in collective bargaining that:
 - enables the District to recruit and retain the quality of employees needed to operate the District;
 - reflects financial circumstances, both existing and projected;
 - enables efficient and effective operations consistent with the legislated mandate, the mission and the financial circumstances of the District;
 - has a length of term consistent with the above.
 - To achieve the revision of the collective agreement with no work stoppage.

Proposed Objectives – Maintenance Staff Negotiations

7. That the Board's negotiating committee be authorized to sign a new collective agreement following Board ratification.
8. That the following objectives for the collective bargaining agreement between the District and CUPE Local 784 (Maintenance Staff) be approved:
 - To achieve a revised collective agreement in collective bargaining that:
 - enables the District to recruit and retain the quality of employees needed to operate the District;
 - reflects financial circumstances, both existing and projected;
 - enables efficient and effective operations consistent with the legislated mandate, the mission and the financial circumstances of the District;
 - has a length of term consistent with the above.
 - To achieve the revision of the collective agreement with no work stoppage.

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Background – Recommendation 2

In accordance with Board Policy GB.BP - Authority for Personnel Decisions (Appendix I) and Administrative Regulation GBA.AR – Designation, Appointment and Assignment to Leadership Positions (Appendix II), principals are designated by the Board of Trustees for a two-year term prior to designation by the Board of Trustees for an indefinite term and are assigned by the Superintendent of Schools. These are principals who have successfully completed their two-year probationary term and their principal designation has been confirmed.

Background – Recommendations 3 and 4

Trustee representatives on the Board's negotiating team with Support Staff are Trustee Ripley and Trustee Shipka. Ellen Ogilvy and Kent Pharis were approved as co-spokespersons at the April 13, 2011 board meeting.

Background – Recommendations 5 and 6

Trustee representatives on the Board's negotiating team with Custodial Staff are Trustee Hoffman and Trustee MacKenzie. Faye Parker and Diana Bolan were approved as co-spokespersons at the April 13, 2011 board meeting.

Background – Recommendations 7 and 8

Trustee representatives on the Board's negotiating team with Maintenance Staff are Trustee Johner and Trustee Spencer. Faye Parker and Darrel Robertson were approved as co-spokespersons at the April 13, 2011 board meeting.

AS:mmf

- APPENDIX I - Board Policy GB.BP – Authority for Personnel Decisions
- APPENDIX II - Administrative Regulation GBA.AR – Designation, Appointment and Assignment to Leadership Positions

Edmonton Public Schools Board Policies and Regulations

CODE: GB.BP

TOPIC: Authority for Personnel Decisions

EFFECTIVE DATE: 27-01-2009

ISSUE DATE: 29-01-2009

REVIEW DATE: 01-2014

- A. Under the Board's general delegation of authority to the Superintendent of Schools, which includes the power to sub-delegate to members of the Administration, and subject to section B of the policy, the Superintendent of Schools will establish, approve and review annually, a document which outlines the authority to employ, appoint, determine grid placement, suspend, demote, terminate employment, terminate designation, accept resignations and retirements and approve leaves of absences for all district staff.
- B. The Board retains the authority for the designation of principals to the district, the confirmation of principals in their designation and the designation or appointment of exempt management other than supervisors and managers.
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Reference(s):

[CHA.BP](#) - Board Delegation of Authority

[GBA.AR](#) - Designation, Appointment and Assignment to Leadership Positions

[GCAA.AR](#) - Teacher Contracts

Edmonton Public Schools

Board Policies and Regulations

CODE: GBA.AR	EFFECTIVE DATE: 28-09-2007
TOPIC: Designation, Appointment and Assignment to Leadership Positions	ISSUE DATE: 31-09-2007 REVIEW DATE: 09-2012

1. DEFINITIONS

- a. Designation or designated refers to a leadership position given to an individual who holds a teacher contract.
- b. Appointment or appointed refers to a leadership position given to an individual who does not hold a teacher contract.
- c. Assignment or assigned refers to the location or area of responsibility of those designated or appointed to leadership positions.

2. DESIGNATIONS

- a. Principals are designated by the Board of Trustees for a two-year term prior to designation by the Board of Trustees for an indefinite term and are assigned by the Superintendent of Schools.
- b. Assistant Principals designated by the Board of Trustees prior to 1996-1997 continue to hold the designation of Assistant Principal until the designation is terminated.
- c. Exempt management staff who hold a teacher contract and are designated as Assistant Superintendent, Managing Director, or Director are designated for a three-year term.
- d. Exempt management staff who hold a teacher contract and are designated as Supervisor are designated for a one-year term.
- e. All designations not included in 2. a., b., c., or d. above are for a one-year term.

3. APPOINTMENTS

Exempt management staff who do not hold a teacher contract are appointed for an indefinite term.

Reference(s):

- [GAA.BP](#) – Human Resources Framework
 - [GB.BP](#) - Authority for Personnel Decisions
 - [School Act](#) Sections 19 and 96
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